



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 1.17.19	<u>Interviewer:</u> CM	RFA # 19- 23
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED], former supervisor		
<u>Contact Numbers (telephone, e-mail, etc.):</u>		

To the best of your knowledge, please fill out the following:

Interviewee Status: ☒ Male ☐ Female ☐ Other :
 ☒ He/Him/His ☐ She/Her/Hers ☐ They/Them/Theirs ☐ Other :
 ☐ Administrator ☐ Faculty ☒ Staff ☐ Student

Concern Regarding: ☒ Male ☐ Female ☐ Other:
 ☒ He/Him/His ☐ She/Her/Hers ☐ They/Them/Theirs ☐ Other :
 ☐ Administrator ☐ Faculty ☒ Staff ☐ Student
 ☐ Other:

Category: *(Please check at least one)*

- | | | | | |
|--|--|---|--|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input checked="" type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
1.17.19	Sarah N (Union rep) phone call with SGS	Sarah N phone call with SGS indicating she had a conversation with [REDACTED] and would like to meet further with EO
1.17.19	SGS conversation with CM	SGS informed CM that she spoke with Sarah [REDACTED] union rep. Apparently [REDACTED] had been working with HR and HR had not been helpful and [REDACTED] was still had concerns related to [REDACTED]. SGS scheduled a tentative time for CM to meet with [REDACTED] and Sarah at 9:00 on 1.18.19- SGS was going to see if University Police needed to be present during this meeting as well- with [REDACTED] blessing. SGS to confirm availability of everyone at 9:00 on 1.18.19

1.17.19	SGS coordinated meeting for CM, █████ and Sarah	
1.18.19	CM meeting with █████ and Sarah	<p>CM met with █████ and Sarah in the EO Office. █████ and Sarah had previously met with EO last year (RFA █████) regarding concerns he was having with his supervisor, █████. At that time, CM referred █████ to HR for assistance. █████ and Sarah wanted to meet with EO again to further discuss aspects of his concern.</p> <p>█████ said on two occasions, while at work, █████ and █████ were talking about guns, and █████ showed him pictures and video of himself shooting big guns. █████ said █████ did this on his work computer. █████ said one time, █████ showed him guns for a whole hour. █████ said the pictures and video were taken at a shooting range, but it showed different sizes of guns. █████ said █████ would tell him how to stand to shoot the different guns.</p> <p>█████ said █████ also showed him a picture of a room that holds military paraphernalia he collects. █████ said the room is organized into different sections- one section has Russian uniforms, guns, hats, boots, etc. Another section has Ukrainian/Polish items. █████ said there was another section that had German paraphernalia from WW2- including hats with swastikas and a SS uniform. █████ said █████ showed him the pictures (one picture of the whole room, then pictures of some of the sections), on his work computer during work hours.</p> <p>█████ said most of the swastikas were on the uniform. █████ said it was burned or dirty, which made him think it was real because it did not look fresh. █████ said there was also a flag, which caught his attention first- there was a swastika on the flag. █████ said there was more Nazi stuff than Russian/Ukrainian stuff.</p> <p>█████ said █████ told him about how it is authentic stuff and he buys it online from a website that is like a private EBay.</p> <p>█████ said that if he was a Jewish person, he would be completely outraged that █████ showed him that stuff, and said there are people at WWU who are connected to people in concentration camps. █████ said the first things that came into his mind were the millions of people who died- and the thought that █████ was giving money to the "Crazies" by spending thousands of dollars to buy the items.</p> <p>█████ said █████ showed him the picture of the room with the swastikas a couple of times- on two separate days. █████ said █████ also showed other people the pictures as it is something █████ believes █████ is proud of. █████ said he did not think █████ should be showing these pictures to people at work- and certainly not before asking if they are comfortable seeing Nazi paraphernalia before showing it.</p> <p>█████ said █████ did not say anything pro-Nazi or that Hitler was great- but he was excited about the items.</p> <p>█████ said he did not care what the EO office did about the concern, as he no longer works with █████, so as long as no one puts them together again- he has no immediate concern. █████ indicated he just wanted to let the EO Office know about it.</p>
2.5.19	SGS and CM phone call to █████	SGS and CM phone call to █████ - no answer, SGS left VM
2.6.19	█████ phone call	█████ phone call to EO. SGS unavailable- CM and SGS to call █████

	to EO	back. SGS closed loop in meeting with [REDACTED], [REDACTED] who confirmed that [REDACTED] had spoken to and had taken down any inappropriate images from his computer.